

## 2005 COBRA MEDICAL & DENTAL RATES AND PLANS: SHORT PLAN-YEAR AS STATE MOVES TO FISCAL YEAR BENEFITS CYCLE JULY 1, 2005

COBRA open enrollment for the 2005 short plan-year is from November 8 – 27, 2004. The table shows the monthly COBRA premiums for the 2005 medical and dental plans. Rates are for a six-month transition plan year from January 1, 2005 to June 30, 2005. On July 1, 2005 the state is moving its group benefit plans to a fiscal year cycle to better align with the budget process and the other elements of total compensation. A Q & A article on the following page details the changes for January 1, 2005 and the short plan-year. On page 3 you will find detailed instructions on how to use the Online Enrollment System. Additional COBRA online open enrollment information is posted on the Benefits website [www.colorado.gov/dpa/dhr/benefits](http://www.colorado.gov/dpa/dhr/benefits) and is available for participants to review, print or download in preparation for this year's online open enrollment.

2005 Short Plan-Year COBRA Rates - Medical			
	SINGLE	E + 1	E + 2
<b>ABCBS LIBERTY EPO</b>			
CONTRACT RATE	\$343.06	\$686.08	\$960.50
2% ADMIN FEE	\$6.86	\$13.72	\$19.21
BENEFITS ADMIN FEE	\$3.30	\$3.30	\$3.30
<b>TOTAL</b>	<b>\$353.22</b>	<b>\$703.10</b>	<b>\$983.01</b>
<b>ABCBS CENTENNIAL PPO</b>			
CONTRACT RATE	\$218.94	\$437.90	\$613.08
2% ADMIN FEE	\$4.38	\$8.76	\$12.26
BENEFITS ADMIN FEE	\$3.30	\$3.30	\$3.30
<b>TOTAL</b>	<b>\$226.62</b>	<b>\$449.96</b>	<b>\$628.64</b>
<b>KAISER HMO</b>			
CONTRACT RATE	\$258.06	\$516.16	\$722.64
2% ADMIN FEE	\$5.16	\$10.32	\$14.45
BENEFITS ADMIN FEE	\$3.30	\$3.30	\$3.30
<b>TOTAL</b>	<b>\$266.52</b>	<b>\$529.78</b>	<b>\$740.39</b>
<b>SLV HMO</b>			
CONTRACT RATE	\$261.86	\$523.68	\$733.46
2% ADMIN FEE	\$5.24	\$10.47	\$14.67
BENEFITS ADMIN FEE	\$3.30	\$3.30	\$3.30
<b>TOTAL</b>	<b>\$270.40</b>	<b>\$537.45</b>	<b>\$751.43</b>
<b>Dental</b>			
<b>DELTA DENTAL - BASIC PLAN - A</b>			
PREMIUM	\$16.26	\$36.92	\$58.00
2% ADMIN FEE	\$0.33	\$0.74	\$1.16
<b>TOTAL</b>	<b>\$16.59</b>	<b>\$37.66</b>	<b>\$59.16</b>
<b>DELTA DENTAL - BASIC PLUS PLAN - B</b>			
PREMIUM	\$24.34	\$53.90	\$100.48
2% ADMIN FEE	\$0.49	\$1.08	\$2.01
<b>TOTAL</b>	<b>\$24.83</b>	<b>\$54.98</b>	<b>\$102.49</b>

2005 Short Plan-Year COBRA Disability Extension Rates - Medical			
	SINGLE	E + 1	E + 2
<b>ABCBS LIBERTY EPO</b>			
CONTRACT RATE	\$343.06	\$686.08	\$960.50
50% ADMIN FEE	\$171.53	\$343.04	\$480.25
BENEFITS ADMIN FEE	\$3.30	\$3.30	\$3.30
<b>TOTAL</b>	<b>\$517.89</b>	<b>\$1,032.42</b>	<b>\$1,444.05</b>
<b>ABCBS CENTENNIAL PPO</b>			
CONTRACT RATE	\$218.94	\$437.90	\$613.08
50% ADMIN FEE	\$109.47	\$218.95	\$306.54
BENEFITS ADMIN FEE	\$3.30	\$3.30	\$3.30
<b>TOTAL</b>	<b>\$331.71</b>	<b>\$660.15</b>	<b>\$922.92</b>
<b>KAISER HMO</b>			
CONTRACT RATE	\$258.06	\$516.16	\$722.64
50% ADMIN FEE	\$129.03	\$258.08	\$361.32
BENEFITS ADMIN FEE	\$3.30	\$3.30	\$3.30
<b>TOTAL</b>	<b>\$390.39</b>	<b>\$777.54</b>	<b>\$1,087.26</b>
<b>SLV HMO</b>			
CONTRACT RATE	\$261.86	\$523.68	\$733.46
50% ADMIN FEE	\$130.93	\$261.84	\$366.73
BENEFITS ADMIN FEE	\$3.30	\$3.30	\$3.30
<b>TOTAL</b>	<b>\$396.09</b>	<b>\$788.82</b>	<b>\$1,103.49</b>
<b>Dental</b>			
<b>DELTA DENTAL - BASIC PLAN - A</b>			
PREMIUM	\$16.26	\$36.92	\$58.00
50% ADMIN FEE	\$8.13	\$18.46	\$29.00
<b>TOTAL</b>	<b>\$24.39</b>	<b>\$55.38</b>	<b>\$87.00</b>
<b>DELTA DENTAL - BASIC PLUS PLAN - B</b>			
PREMIUM	\$24.34	\$53.90	\$100.48
50% ADMIN FEE	\$12.17	\$26.95	\$50.24
<b>TOTAL</b>	<b>\$36.51</b>	<b>\$80.85</b>	<b>\$150.72</b>

# 2005 COBRA SHORT PLAN-YEAR & OPEN ENROLLMENT Q & A

## What is the 2005 "short plan-year"?

In anticipation of the change to a fiscal year plan year July 1, 2005, the "Plan Year," "Short Plan-Year" or "Period of Coverage" will be six months, from January 1, 2005 through June 30, 2005.

### 2005 SHORT PLAN-YEAR MEDICAL

#### Are there any plan design changes to the State's group medical plans?

The DPA Employee Benefits Unit (EBU) worked hard to ensure that plan design changes for the 2005 short plan-year would be minimal and not adversely impact COBRA participants, maintain the same level of benefits as though it were a 12-month plan-year, and reduce deductibles and out-of-pocket maximums to coincide with the six-month transition. For more information about plan designs, please refer to the 2005 COBRA open enrollment materials, which are online at [www.colorado.gov/dpa/dhr/benefits](http://www.colorado.gov/dpa/dhr/benefits).

**Anthem Centennial PPO** – The in-network deductibles will go down from \$2,000 to \$1,000 for an individual and from \$4,000 to \$2,000 for a family; the out-of-network deductibles also will be reduced from \$4,000 to \$2,000 for an individual, and from \$8,000 to \$4,000 for a family. The in-network out-of-pocket annual maximums will decrease from \$5,000 to \$2,500 for an individual and from \$10,000 to \$5,000 for a family; the out-of-network out-of-pocket annual maximums will be reduced from \$10,000 to \$5,000 for an individual, and from \$20,000 to \$10,000 for a family. Preventive care frequency schedules (e.g., one physical per year) will be removed for the short plan-year. For physical, occupational and speech therapies, the annual number of visits has been increased to 20 for each type of therapy (i.e., 20 P.T., 20 S.T., 20 O.T.). Wigs are now covered as durable medical equipment at 80% after deductible for those suffering hair loss due to specified reasons. Private duty nursing is now excluded in coverage unless part of services billed by a home health or hospice agency and approved as part of a treatment plan.

**Anthem Liberty EPO** – The out-of-pocket annual maximums will be reduced from \$2,000 to \$1,000 for an individual, and from \$6,000 to \$3,000 for a family. Preventive care frequency schedules (e.g., one physical per year) will be removed for the short plan-year. For physical, occupational and speech therapies, the annual number of visits has been increased to 20 for each type of therapy (i.e., 20 P.T., 20 S.T., 20 O.T.). Wigs are now covered as durable medical equipment at 80% as part of the durable medical equipment maximum payment. Private duty nursing is now excluded in coverage unless part of services billed by a home health or hospice agency and approved as part of a treatment plan.

**Kaiser Permanente HMO & San Luis Valley HMO** – There are no plan design changes to the Kaiser HMO or SLVHMO for the 2005 short plan-year.

#### Why is the PacifiCare HMO no longer available?

In addition to extremely high proposed premium increases with a reduction in benefits, PacifiCare HMO proposed several requirements in their renewal agreement that the

State would not agree to, such as: a guaranteed number of enrollments; specified employer contribution level; their own definition of employee eligibility; payment of premium in advance; and the right to change rates during the plan year. Thus, the decision was made to not renew the State's contract with PacifiCare. The Employee Benefits staff is working with PacifiCare to ensure a smooth transition to another plan for its members who are currently in treatment or may be in case management at the end of the plan year. If you currently have PacifiCare HMO and you wish to have the State's medical insurance in 2005, you **must** choose another medical carrier using the online open enrollment system.

### 2005 SHORT PLAN-YEAR DENTAL

**Basic Plan** – The coverage for basic services, endodontics, oral surgery and periodontics will increase from 50% to 70%.

**Basic Plus Plan** – The lifetime maximum for orthodontic services for dependent children up to age 19 will increase from \$1,000 to \$1,500, and adult orthodontic services will now be covered, at a rate of 50%, with a \$1,500 lifetime maximum.

### 2005 SHORT PLAN-YEAR COBRA OPEN ENROLLMENT

#### What are the open enrollment dates for the short-plan year and is enrollment only online?

Open enrollment will only be online and will run from **November 8 – November 27**.

#### Will I have to use the online system if I am not making any changes?

Open enrollment this fall will be passive, meaning only those COBRA participants with PacifiCare HMO coverage in 2004 must enroll in a 2005 medical plan if they want to continue some kind of medical coverage through the State.

#### What if I do not have Internet access at my home or office?

All public libraries offer Internet access, and you can contact local colleges and universities about using their computers. Also, friends and family with Internet access can be valuable resources.

#### Can I enroll in or make changes to any PERA products through the State's COBRA Online Open Enrollment?

No. These programs are managed by PERA. Contact PERA directly at [www.copera.org](http://www.copera.org) or 1 800-759-7372 for more information.

### JULY 1, 2005 TO JUNE 30, 2006 BENEFITS PLAN YEAR

#### Will there be another open enrollment in the spring?

Yes, and DPA will continue to proactively and directly communicate with participants about benefits changes. It is important, however, that you focus on this fall's open enrollment and on selecting a plan for the short plan-year that best meets your needs and the needs of your dependents.

For more information about 2005 plans and open enrollment, go to [www.colorado.gov/dpa/dhr/benefits](http://www.colorado.gov/dpa/dhr/benefits).

# 2005 Online COBRA Open Enrollment Instructions

The 2005 short plan-year COBRA open enrollment runs from November 8 to November 27, 2004. Detailed 2005 plan descriptions, rates and other important information to help you make your benefits choices are available at [www.colorado.gov/dpa/dhr/benefits](http://www.colorado.gov/dpa/dhr/benefits). Review this information so that you can make the best choice for you and your dependents. Please keep this instruction letter when accessing the online enrollment system.

## I do not wish to make changes to my COBRA continuation coverage for the 2005 short plan-year. Do I have to use the online system?

If you have no changes for whatever portion of the 2005 short plan-year that you are eligible, you will be automatically re-enrolled in your current benefits plans, and thus you do not have to use the online system, unless:

- You are currently enrolled in PacifiCare HMO (this plan is no longer available in 2005) and you want to continue COBRA medical coverage for the short plan-year with the State plans.

This exception is considered a change and you **MUST** use the online system to make it. If this does not apply, your current coverages will be defaulted to whatever portion of the 2005 short plan-year you are eligible.

## I want to make changes to my COBRA coverage for the 2005 short plan-year. How do I use the online system?

Go to [www.colorado.gov/dpa/dhr/benefits](http://www.colorado.gov/dpa/dhr/benefits) and click on "Enroll Now." You will be taken to a welcome screen. From here, all first time users must then click on "first time users click here." You will be taken to a screen that looks like the example below. Fill in all fields on this page:

**User Information**  
All fields below are required to create a User Name and Password

Social Security Number or Member ID:	<input type="text"/>	(123-45-6789)
Company Key:	<input type="text"/>	(case sensitive)
Date of Birth:	<input type="text"/>	(MM/DD/YYYY)

Social Security Number (first time users must enter SSN)

Company Key **soc** (use all lowercase letters)

Date of birth

You will then be prompted to create your own user ID and password. Once you have created your ID and password you will use these to log in to the system, so note them for future use. After you have logged in, you will have access to the open enrollment homepage. From the open enrollment homepage, click **2005 Open Enrollment** to begin the process. Once inside the system, navigate using only the links within the system such as "Next" or "Previous." **DO NOT** use your browser's navigation (e.g. the "Forward" or "Back" button).

**Enrollment**

☒ Step 1  
• Basic Info

☒ Step 2  
• Dependents

☐ Step 3  
• Elections  
- Medical  
- Dental

☐ Final Step  
• Review  
• Confirmation

**Previous** **Next**

**Final Step - Review Enrollment**

Please review the following information. After you have verified that all

Step 1 - Basic Information	
<b>Name</b>	<b>Address</b>
Julie Test	702 NE Road Colorado Springs, CO 80123

The online system provides an intuitive easy-to-use, step-by-step process.

You will only have to make changes to the areas where you want changes.

Click **NEXT** to continue through the system.

After making all your necessary changes, you will have the opportunity to review your selections on a confirmation page.

**Please print your confirmation as a record of your elections.**

If you have difficulties printing your confirmation, there is no printer available to print your confirmation, or you experience continued technical difficulties with the online system, please contact the Employee Benefits Unit at 303-866-3434 or 1-800-719-3434.